



CITY OF SOLANA BEACH EMPLOYEE BENEFIT PACKAGE

MANAGEMENT EMPLOYEES FY 11/12

Group Health Insurance

The City provides \$715.00 in a Cafeteria Health Plan, which allows employees to purchase a medical insurance plan through the California Public Employees Retirement System (CalPERS). Dental and Vision insurance plans are also available. Remaining balances are available as cash-back to employees.

Flexible Spending Accounts

The City participates with WageWorks, which provides employees the option of setting aside pre-tax dollars for reimbursement of eligible health care or dependant care expenses.

Retirement

The City provides retirement benefits through CalPERS using a 2% at 60 retirement formula, with employee's three year highest salary of which the employee pays the entire 7% employee share.

Life Insurance

The City provides all full-time permanent employees with life insurance equivalent to their annual base salary, at no cost to the employee.

Holidays

The City observes 11 full day Holidays and two half-day Holidays each year. In addition, the City provides three (3) "floating" Holidays, which are credited in January and July.

Paid Leave

The City provides Management Leave, Vacation Leave, and Sick Leave to Management Employees. Vacation leave accrual is based on years of continuous service. Sick leave is accrued at the rate of 3.69 hours per paid period. July 1 of each year, executive employees receive 80 hours of Management Leave and mid-level managers receive 40 hours of Management Leave.

Car / Cell Phone Allowance

Executive management and some mid-level management employees receive a monthly cell phone allowance of \$50 per month. Executive employees also receive a car allowance of \$255 per month.

Tuition Reimbursement

City employees may receive up to \$2,000 annually in tuition reimbursement for college-level courses for additional training. Courses must be approved in advance.